

## Gender Pay Gap Reporting 2024 / 25 – Autoneum GB Ltd

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. We will do this once a year on the 4<sup>th</sup> April or the next working day, if the 4<sup>th</sup> April is on a Saturday, Sunday or public holiday.

We can use the results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

More details about how we intend to tackle our gender pay gap can be found on our website.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing payroll and HR records. All employees can confirm and update their records if they choose to by contacting their local HR manager.

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Scott Ward**

UK Legal Unit Head & UK Plants Manager



**John Fogarty**

UK Head of Human Resources